



The City Of
Chandler
Is Seeking A
City Manager

UNIQUE OPPORTUNITY

*This is an exceptional opportunity
to lead a large, established, and
well-financed full service city.*

THE COMMUNITY

The City of Chandler, one of Arizona's first master-planned cities, is located in the southeast part of the Phoenix metro area and has a current population of 210,000. With an annual population growth rate of over four percent, Chandler is moving rapidly to an estimated population of 285,000 at its planned build-out.

Eighty years ago, Chandler's early settlers literally planted the seeds of a very successful agricultural community. Today, much of the fields that once were dedicated to cotton crops are replaced with high tech businesses. Industry

boating, hunting, fishing, skiing, hiking and biking are also easily accessible to residents.

Chandler also enjoys a rich cultural reputation. The 1600 seat Chandler Center for the Arts hosts performances such as the famed Bolshoi Ballet, plus the country's leading symphonic, pop, rock and country performers as well as various theater productions. In addition, the community is served by many churches and service organizations, as well as Chandler Regional Hospital, a state-of-the-art medical facility.

Due to its ample, affordable land, convenient location along major trade routes, excellent infrastructure, and relatively low cost of living, Chandler is experiencing fast paced, yet planned growth. Called the "Silicon Desert" because of its wide variety of high technology industries, the City has developed good relationships with the business community and Chamber of Commerce and has a very strong job base.

ONE PERFECT LOCATION... A SAFE PLACE TO LIVE AND RAISE A FAMILY.

Chandler's dedication to quality education begins at the pre-school level and never ends. The City's elementary and secondary school systems receive consistent national recognition for excellence. The community also supports a variety of private and parochial schools. The Chandler-Gilbert Community College and other community colleges and vocational schools in the area offer business and training programs. Privately owned Western International University and University of Phoenix provide a variety of classes in Chandler. Nearby Arizona State University offers undergraduate and post-graduate studies. The

MISSION STATEMENT

*We are committed to serve Chandler's
citizens through teamwork,
understanding and dedication in a
professional and responsive manner.*

City is proud of the strong relationship they have developed with the schools.

As one of the Southwest's most active housing markets, the Chandler area offers a wide variety of new and resale housing. Median new home prices are near \$210,000 and most housing communities offer convenient access to schools, shopping, medical facilities and business areas.

CITY GOVERNMENT

The City of Chandler operates under the council-manager form of government. Six members of the City Council are elected to overlapping terms of four years with the Mayor being directly elected for a two-year term. The Mayor is subject to a limit of serving not more than four consecutive terms; Council members are limited to two consecutive terms. The City Council is the legislative body responsible for the overall policies and direction of the City. The Council appoints the City Manager, City Clerk, City Magistrate and City Attorney. The City operates under the constitution and laws of the State of Arizona and a City Charter.

Chandler provides an full array of municipal services including police; fire; public works; water, wastewater and solid waste; parks and recreation; planning; redevelopment; economic development and all the traditional internal management support functions. In addition to traditional services, the City also operates a 1600 seat performing arts center and a municipal



leaders such as Intel, Motorola, and Microchip have chosen Chandler not only because of what the City offers businesses, but also because of its people. Chandler is a young, family oriented community — the median age is just over 31 years. Chandler is an increasingly diverse community in terms of ethnicity, religion and income. Seventy-five percent of Chandler's citizens have some college experience.

With over 330 days of sunshine a year, Chandler encourages a healthy outdoor lifestyle.

Seven public and private golf courses exist in the immediate area with over a hundred more in the neighboring greater Phoenix area. Other outdoor activities such as tennis, swimming,

airport. The City has an operating and capital budget of \$607 million and a workforce of 1500. Chandler enjoys an excellent bond rating and maintains a prudent 15% reserve.

Chandler is an organization fully committed to providing high quality service. The City has adopted a customer service / employee excellence program with the motto, "In Chandler, **VALUES** make the difference" with **VALUES** standing for Very service oriented, Assume responsibility, Look for innovation, Use open communication, Everyone counts, and Support Team Chandler.

CURRENT ISSUES AND PRIORITIES

Current issues and priorities identified by the Mayor, City Council and Management Team include:

Council/Manager Relationship – The new City Manager will be expected to quickly develop a strong relationship with the Mayor and City Council that is based on a partnership philosophy, mutual respect, trust, open communications and equal treatment to all members. The City Manager will also be expected to be actively involved in the policy development process by bringing creative ideas to the Council, and when necessary, squarely confronting difficult issues with creativity and optimism.

Organizational Leadership – Chandler has an excellent City staff and its Management Team enjoys a regional reputation for quality service. The organization requires an assertive, engaging, and progressive style of leadership from the City Manager that emphasizes results, accountability, and innovation.

Residential Build-out – Ongoing residential development in Chandler will soon exhaust all

land designated for residential growth. The resulting impact on the community and City services from this change could be significant. The City Manager will play a leading role in efforts to maintain the City's economic vitality during this transition.

Economic Development

– The City looks to expand its healthy business climate by attracting new quality development projects to the Air Park and other economic development corridors in the community. The City is also evaluating ideas to address commercial vacancies and the redevelopment of older strip centers.

Fiscal Management – The City has achieved much of its current financial success via consistent use of prudent, conservative fiscal policies. The City Manager will be expected to work within these policies in managing the City's resources.

Downtown/Neighborhood Revitalization – Building on recent successes that have brought new revenues, jobs and services to the community, the City looks to identify and implement other projects to continue redevelopment of the downtown and continue revitalization of older neighborhoods.

Transportation – Transportation issues, including rapid transit, are a major current focus throughout the Phoenix Metropolitan Area. As a part of that Area, Chandler looks to continue capacity improvements, maintain quality aesthetic appearance, and improve public transit.

Infrastructure Maintenance – Like any growing community, Chandler has an increasing reliance on municipal infrastructure supporting various public services. Amid changing



economic conditions and uncertain Federal and State financial support, the City will need to develop adequate funding to maintain and upgrade infrastructure including streets, water and wastewater systems.

For further information about the City of Chandler, see its web site at: www.chandleraz.org.

THE IDEAL CANDIDATE

The ideal candidate will be a seasoned city management professional with experience in comparably sized communities, especially those who have experienced residential build-out. This strong leader will bring significant fiscal management, economic development, interpersonal, and communication skills, as well as an ability to work closely and effectively with City staff and the community. The new City Manager will develop a strong relationship with the Mayor and City Council based on partnership, mutual trust, respect, regular and candid communication, and equal treatment of all members.

Specific qualifications are as follows:

EDUCATION AND EXPERIENCE

Local governmental executive level experience as a city manager or top-line assistant, with broad experience in all aspects of municipal management, and a general city management career focus.



A Bachelor's degree in public or business administration or related field is expected; a Master's degree is desirable.

LEADERSHIP AND MANAGEMENT STYLE

- An effective, service oriented manager who respects employees, holds the organization accountable, leads necessary staff development and cultivates high morale.
- Someone who will develop a strong identity with the Chandler community, its citizenry and unique characteristics.

COMPETENCIES AND PERSONAL CHARACTERISTICS

- productive; can address multiple projects effectively, yet maintains a clear, big-picture vision for the City
- will maintain and enhance the City's fiscal health; manage City resources wisely
- experienced in working effectively in a diverse community with a broad range of personalities
- responsive to the community, Mayor, City Council and employees
- a facilitator of consensus and collaboration
- can serve impressively as City spokesperson when necessary
- a people person; accessible and approachable

- intelligent, innovative and confident; has fun
- a team builder and mentor; committed to developing City staff to their fullest potential
- calm under pressure; thick skinned; and possesses a good sense of humor
- patient; not easily deterred by criticism or controversy
- politically aware and sensitive, yet apolitical

COMPENSATION AND BENEFITS

The salary for the City Manager will be negotiated with the City Council and be based on the qualifications of the successful candidate. The City offers an attractive benefit package, certain elements of which are negotiable, that includes:

Retirement – Arizona Defined Benefit Retirement Plan; five (5) year vesting; pre-tax employee contributions; opportunity to include prior public sector, government & military years of service toward retirement. The City is in Social Security.

Insurance – Multiple health plan options; City paid health and dental insurance for employee; and vision insurance is available.

Holidays – Ten paid holidays annually.

Vacation Leave – Negotiable.

Sick Leave – Twelve days annually; conversion of up to 3 days to vacation leave or cash available.

Management Leave – 80 hours per fiscal year.

Short & Long Term Disability Insurance – City pays premium.

Life Insurance – City paid employee coverage for life and accidental death and dismemberment; coverage based on employee salary.

Commuter Insurance – City paid employee coverage.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for the position, please submit a resume with current salary and the names of three work-related references directly to:

SHANNON
EXECUTIVE SEARCH

A DIVISION OF
CPS Human Resource Services
FOR PUBLIC AGENCIES

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The final filing date for this position is **Friday, August 15, 2003.**

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with most relevant qualifications will be given preliminary interviews by the consultants in late August. Candidates appearing best suited for the City of Chandler will be reported to the City Council. The Council will select 6-8 candidates to participate in an interview in Chandler sometime in late September. An offer of appointment is anticipated in October following a final interview, as well as full reference and background checks.